



EMPOWERDEX

Economic Empowerment Rating Agency



An EMPOWERDEX Generic Amended FSC Scorecard Final Report

INVESTEC LIMITED

Registration Number: 1925/002833/06

An EMPOWERDEX Generic Amended Financial Sector Code Scorecard Verification Report – Local Entities not Exempt from Empowerment Financing and Access to Financial Services

AAA+

LEVEL ONE CONTRIBUTOR

ELEMENT	EMPOWERDEX SCORE		TARGET SCORE	B-BBEE ANALYSIS	RESULTS
Ownership	A	20.23	23.00	Black Ownership Percentage	20.25%
Management & Control	C	10.97	20.00	Black Women Ownership Percentage	9.99%
Skills Development	A	20.48	20.00	Modified Flow Through Principle Applied	No
Procurement	A	13.74	15.00		
Socio-Economic development	A	8.00	5.00	Exclusion Principle Applied	Yes
Empowerment Financing and ESD	A	26.15	25.00		
Access to Financial Services	N/A	N/A	N/A	51% Black Owned Designated Group Supplier	No
Overall Score	AA	99.57	108.00	VAT Number	4620124729
Equivalent Score	AA	100.49	109.00	Financial Year End	31 March 2018
Empowering Supplier	Yes		Issue Date		29 June 2018
Recognised Procurement Recognition Level	135.00%		Expiry Date		28 June 2019
Discounting Principle Applicable	No		Re-Issue Date		N/A
Recorded Procurement Recognition Level	135.00%				

This verification report is an independent opinion in terms of the Department of Trade and Industry's Draft Amended Financial Sector Code. The information herein is based on an analysis performed by Empowerdex using the information presented by the management of the measured entity.

Brebnor

Technical Signatory – Jenny Brebnor

29 June 2018

Date

August 2017

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EXECUTIVE SUMMARY PER ELEMENT: INVESTECH LIMITED

DETAILED INDICATORS	TARGET LEVEL	TARGET SCORE	VERIFIED LEVEL	VERIFIED
OWNERSHIP				
Verification Date				16 April 2018
Voting rights of black people:	25.00% + 1 vote	4.00	20.27%	3.24
Voting rights of black women:	10.00%	2.00	9.99%	2.00
Economic interest of black people:	25.00%	3.00	20.25%	2.43
Economic interest of black women:	10.00%	2.00	9.99%	2.00
Economic interest of designated groups:	3.00%	3.00	11.12%	3.00
Black participants in employee ownership schemes:				
Black beneficiaries of broad based ownership schemes:				
Black participants in co-operatives:				
Black new entrant:	2.00%	3.00	6.42%	3.00
Net Value:	25.00%	6.00	19.00%	4.56
Bonus Point: Direct/Indirect ownership in excess of 15%	10.00%	3.00	0.00%	0.00
Bonus Point: Economic interest and voting rights above 32.50%	1 point @ 32.5% and 1 point @ 40%	2.00	0.00%	0.00
TOTAL SCORE: OWNERSHIP		23.00		20.23
Sub minimum achieved		2.40		YES
MANAGEMENT AND CONTROL				
Verification Date				16 April 2018
Black representation at board:	50.00%	1.00	57.14%	1.00
Black Female representation at board:	25.00%	1.00	28.57%	1.00
Black representation of the executive directors:	50.00%	2.00	0.00%	0.00
Black female representation of the executive directors:	25.00%	1.00	0.00%	0.00
Black Executive Management:	60.00%	2.00	33.33%	1.11
Black Female Executive Management:	30.00%	1.00	6.67%	0.22
Black Senior Management as % of all Senior Management	60.00%	2.00	23.67%	0.79
Black Female Senior Management as % of all Senior	30.00%	1.00	10.91%	0.36
African Senior managers as a % of all Senior managers	78.50%	1.00	7.82%	0.17
Black Middle Management as % of all Middle Management	75.00%	2.00	55.65%	1.48
Black Female Middle Management as % of all Middle	38.00%	1.00	35.40%	0.93
African Middle managers as a % of all Middle managers	78.50%	1.00	29.07%	0.49
Black Junior Management as % of all Junior Management	88.00%	1.00	77.27%	0.88
Black Female Junior Management as % of all Junior	44.00%	1.00	45.63%	1.00
African Junior managers as a % of all Junior managers	78.50%	1.00	42.17%	0.61
Black Employees with Disabilities as % of all Employees	2.00%	1.00	1.85%	0.93
TOTAL SCORE: MANAGEMENT & CONTROL		20.00		10.97
SKILLS DEVELOPMENT				
Latest Skills Development Plan submitted to:				BANK SETA
Skills development review period:				01 APRIL 2017 – 30 MARCH 2018
Skills spend on black senior management as a percentage of senior management leviabie payroll	2.00%	1.00	1.27%	0.64
Skills spend on black female senior management as a percentage of senior management leviabie payroll	1.00%	0.50	0.52%	0.26
Skills spend on African senior management as a percentage of EAP	1.57%	0.50	0.66%	0.21
Skills spend on black middle management as a percentage of middle management leviabie payroll	3.00%	1.00	6.51%	1:00
Skills spend on black female middle management as a percentage of middle management leviabie payroll	1.50%	0.50	4.10%	0.50
Skills spend on African middle management as a percentage of EAP	1.57%	0.50	3.75%	0.50

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Skills spend on black junior management as a percentage of junior management leviabale payroll	5.00%	1.00	6.77%	1.00
Skills spend on black female junior management as a percentage of junior management leviabale payroll	2.50%	1.00	3.59%	1.00
Skills spend on African junior management as a percentage of EAP	1.57%	1.00	4.12%	1.00
Skills spend on black non-management as a percentage of non-management management leviabale payroll	8.00%	2.00	31.87%	2.00
Skills spend on black female non-management as a percentage of non-management leviabale payroll	4.00%	1.00	18.38%	1.00
Skills spend on African non-management as a percentage of EAP	1.57%	1.00	24.06%	1.00
Skills spend on black unemployed people as a percentage of the leviabale amount	1.50%	4.00	1.51%	4.00
Skills spend on black disabled staff as a percentage of leviabale payroll	0.30%	1.00	0.16%	0.54
Number of black people (employed or unemployed) participating in leanerships, apprenticeships and internships as a % of total staff	5.00%	4.00	12.23%	4.00
Bonus Points: Number of previously unemployed black people absorbed by the measured entity at the end of the learnership, apprenticeship, internship	100.00%	3.00	60.99%	1.83
TOTAL SCORE: SKILLS DEVELOPMENT	15.00+3.00		20.48	
Sub minimum achieved	6.00		YES	
PREFERENTIAL PROCUREMENT				
Financial period verified:			01 APRIL 2017 – 30 MARCH 2018	
Total BEE procurement with Empowering Suppliers as a percentage of total measured procurement spend:	75.00%	4.00	118.76%	4.00
Total BEE procurement from QSE's as a percentage of total measured procurement spend:	14.00%	2.00	11.73%	1.68
Total BEE procurement from EME's as a percentage of total measured procurement spend:	8.00%	2.00	11.38%	2.00
Total BEE procurement from 51% black owned suppliers as a percentage of total measured procurement spend:	20.00%	5.00	16.23%	4.06
Total BEE procurement from 30% black women owned suppliers as a percentage of total measured procurement spend:	9.00%	2.00	9.24%	2.00
Bonus Points – B-BBEE procurement spend from stockbrokers or black fund managers who are empowering suppliers based on the B-BBEE procurement recognition levels as a percentage of total value of all trade allocated:	5.00%	2.00	0.00%	0.00
Bonus Points - B-BBEE procurement spend from designated group suppliers that are at least 51% black owned as a percentage of the total measured spend:	2.00%	2.00	0.00	0.00
TOTAL SCORE: Preferential Procurement	15.00+4.00		13.74	
SOCIO-ECONOMIC DEVELOPMENT				
Financial period verified:			01 APRIL 2017 – 30 MARCH 2018	
Socio-economic development contributions as a percentage of NPAT:	0.60%	3.00	0.90%	3.00

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Annual value of all qualifying Consumer Education contributions by the measured entity as a percentage of NPAT	0.40%	2.00	0.76%	2.00
Bonus Points – Additional Consumer Education contributions made by the measured entity as a percentage of NPAT	0.10%	1.00	0.36%	1.00
Bonus Points – Grant Contributions to Fundisa Retail Fund	0.20%	2.00	0.54%	2.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT	5.00+3.00		8.00	
EMPOWERMENT FINANCING AND ESD				
Financial period verified:			01 APRIL 2017 – 30 MARCH 2018	
Targeted Investment Transformational infrastructure Black Agricultural financing Affordable Housing Black SME financing	R3,162,129,152	12.00	18,682,224,505	12.00
BEE transaction financing	R 2,087,176,281	3.00	R1,508,161,032	2.15
TOTAL SCORE: Empowerment Financing	15.00		14.15	
Sub minimum achieved	6.00		YES	
Supplier Development:				
Financial period verified:			01 APRIL 2017 – 30 MARCH 2018	
Supplier development contributions as a percentage of NPAT:	0.90%	7.00	1.50%	7.00
TOTAL SCORE: Supplier Development	7.00		7.00	
Sub minimum achieved	2.80		YES	
Enterprise Development:				
Financial period verified:			01 MARCH 2017 – 30 MARCH 2018	
Enterprise development contributions as a percentage of NPAT:	0.20%	3.00	0.21%	3.00
Bonus Points - Graduation of one or more Enterprise Development beneficiaries to Supplier Development status:	Yes	1.00	YES	1.00
Bonus Points– For one or more jobs created as a direct result of Enterprise or Supplier Development	Yes	1.00	YES	1.00
Bonus Points– Development of black stockbrokers, black fund managers and intermediaries	TBD	2.00	NO	0.00
TOTAL SCORE: Enterprise Development	3.00+4.00		5.00	
Sub minimum achieved	1.20		YES	
TOTAL SCORE: EMPOWERMENT FINANCING AND ESD	25.00+4.00		26.15	
TOTAL SCORE:	108.00		99.57	

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ANALYST:

THUBELIHLE NTSHANGASE

EMPOWERDEX	CONTRIBUTION LEVEL	QUALIFICATION	PROCUREMENT RECOGNITION LEVEL
AAA+	Level One Contributor	$\geq 100/109$	135.00%
AAA	Level Two Contributor	$\geq 95/109$ but $< 100/109$	125.00%
AA	Level Three Contributor	$\geq 90/109$ but $< 95/109$	110.00%
A	Level Four Contributor	$\geq 80/109$ but $< 90/109$	100.00%
BBB	Level Five Contributor	$\geq 75/109$ but $< 80/109$	80.00%
BB	Level Six Contributor	$\geq 70/109$ but $< 75/109$	60.00%
B	Level Seven Contributor	$\geq 55/109$ but $< 70/109$	50.00%
C	Level Eight Contributor	$\geq 40/109$ but $< 55/109$	10.00%
D	Non-Compliant Contributor	$< 40/109$	0.00%

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